

WYMT-TV
EEO PUBLIC FILE REPORT
04/01/2006 – 03/31/2007

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Producer – Weekends	1-26,28	25
News Producer – Mornings	1-25, 27	27
News Producer – Mornings	1-25, 27	25
Sports Reporter / Anchor	1-27	27
News Reporter – Weekends	1-27	27
Weekend Production	23,24,28,29	24
News Producer	1-22, 25-26, 28-29	29
Production – Weekends	23, 27	23
Production – Weekends	23, 27	23
Sports Reporter	1-28	25
Sports Reporter	1-28	25
News Producer – Mornings	1-22, 24, 28	24
Production – Weekends	1-23, 27	23
Production – Weekends	1-23, 27	23
Account Executive	1-24, 30-36	23

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	LKLP C.A.C., INC. Judy Keen, Supervisor, P. O. Box 340 Jeff, KY 41751-0340, Telephone # 606-439-1362	N	0
2	Lincoln Memorial University Cynthia Smith Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Cabinet/Workforce Development Department of Employment Services Paul Olinger P. O. Box 7130, 742 High Street Hazard, KY 41702 Telephone # 606-435-6038	N	0
4	Professor of Mass Communications Dean R. Cannon PHD 117 Donax Richmond, KY 40475-1331 Telephone # 859-622-1875	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	Fugazzi College Jean Combs, Community Affairs Dir. 407 Marquis Avenue Lexington, KY 40502 Telephone # 606-238-2118	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Morehead State University Career Services, Attn: Mike Hooper 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233	Y	0
8	Hazard Technical College John Hugo Back 101 Vo-Tech Drive Hazard, KY 41701 Telephone # 606-435-6101	Y	0
9	Hazard Community College Pamela Banks, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	N	0
10	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
11	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
12	University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259	Y	0
13	Eastern Kentucky University Career Services, Attn: Laura Melius 319 Jones Bldg., CPO 26A 521 Lancaster Avenue Richmond, KY 40475 Telephone # 859-622-1568	Y	0

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14	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0
15	Pikeville College Brenda Maynard, Dir. Of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
16	Southeast Community College Kay Jarrell 300 College Road Cumberland, KY 40823 Telephone # 606-633-0279	N	0
17	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
18	University of Tennessee Katie Lown, Career Services 100 Dunford Hall Knoxville, TN 37996 Telephone # 865-974-5435 Fax # 865-974-6497 ktlown@utk.edu	Y	0
19	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 rbanks@gwmail.kysu.edu Telephone # 502-597-5998	N	0
20	University of Kentucky Career Center Jody Jelinek, Job Opportunity Specialist 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	0

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21	Western Kentucky University Attn: Judith Owen, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756	N	1
22	Ad on WYMT-TV Web Site www.wymtnews.com	N	3
23	Ad on WYMT-TV Television Station	N	5
24	Gray Television, Inc. (Sister Stations) Attn: Human Resources Coordinator (via internet e-mail)	N	5
25	www.TVJobs.com	N	4
26	www.Medialine.com	N	0
27	WYMT Employee Referral	N	6
28	Non-Employee Referral	N	4
29	Walk In	N	2
30	Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jean Craft Fax # 606 436-3140	N	0
31	Ad in <i>Middlesboro Daily News</i> Newspaper Attn: Mary Gordon Fax # 606 248-7614	N	0
32	Ad in <i>Troublesome Creek Times</i> Newspaper Attn: Mike Sexton Fax # 606-785-0105	N	0
33	Ad in <i>The Mountain Eagle</i> Newspaper Attn: Pam Walker Fax # 606-633-2843	N	0
34	Ad in <i>Harlan Daily Enterprise</i> Newspaper Attn: Wylene Minniard Fax # 606-573-0042	N	0
35	Ad in <i>Sentinel Echo</i> Newspaper Attn: Karen Brummett Fax # 606- 878-7404 Email: classdisplay@sentinel-echo.com	N	0
36	WYMT Internal Candidate	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			30

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WYMT-TV general Internships are available to students who exhibit an interest in, or are pursuing a career in broadcasting or a related field. During the reporting period, the station had 1 student interning in the sports department, and 1 student interning in the news department, both internships have been ongoing since late Summer, 2006.
2	Internship Program	WYMT-TV Ralph Gabbard and Tony Turner Internships are available to those students who are recipients of the Ralph Gabbard Memorial Broadcast Scholarships (see initiative 9, below), and the Tony Turner Memorial Broadcast Scholarships (see initiative 10, below). During the reporting period, the station had 1 Tony Turner scholarship recipient interning in the news department during the Summer, 2006.
3	Participate in Job Fair	WYMT-TV's News Manager and Production Manager attended Morehead State University's Spring Job Fair, on Morehead's campus (Morehead, Kentucky), March 6, 2007.
4	Participate in Job Fair	WYMT-TV participated in a first-ever Virtual Job Fair, hosted by the Kentucky Broadcasters Association. WYMT-TV posted a company bio and job information on the internet career fair site, www.KYBroadcastersCareerFair.com , where it could be accessed by job seekers from January 8 th , 2007 to January 14 th , 2007. WYMT-TV promoted the Fair's web address before and during the event, encouraging applicants to open the site and post their resume.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Event or Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On July 5, 2006, 10:45 A.M. to 2:30 P.M., WYMT-TV hosted a Governors Scholars Creative Writing Class based at Morehead State University consisting of an instructor/sponsor and 19 high school students from across the state wanting to learn about writing for broadcast television. WYMT-TV's production manager, news reporter/anchor and production writer/editor instructed the class in creative writing, and assisted them in the on-set delivery and videotaping of their own news stories.
6	Event or Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	WYMT-TV participates in mentoring and shadowing programs with elementary schools, high schools, and colleges. The station allows students to come in and observe station operations, personnel and tasks during business hours. On August 15, 2006 and September 29, 2006, WYMT-TV hosted 3 students from Eastern Kentucky University (Richmond, Kentucky) as they shadowed a WYMT-TV news anchor / reporter for the day.
7	Event or Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	The station continually informs elementary and high school students about job opportunities in the broadcast field by sending WYMT-TV staff members to various career fairs and school-sponsored programs. WYMT-TV sent 2 news staff to participate in a Career Day At R.G. Eversole Middle School (Hazard, Kentucky), on April 12, 2006. WYMT-TV sent 1 sports director to speak to Cawood High School (Harlan County, Kentucky) on April 14, 2006. WYMT-TV sent 1 weather anchor to speak to Frakes Elementary School (Bell County, Kentucky) on March 13, 2007.
8	Management EEO Training	All Department Heads, the EEO Administrator and General Manager attended in-house meeting to review the station's EEO procedures and hiring practices on March 5, 2007.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Scholarship Program	<p>The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. WYMT appointed an independent Committee (of which WYMT's General Manager, General Sales Manager and News Director are non-voting, active members) to oversee the scholarship selection process. WYMT staff handles many aspects of the scholarship program, including all paperwork and correspondence, generating scholarship funds by securing business donations and soliciting Kentucky colleges and universities to match awards, and (in conjunction with the Committee) soliciting scholarship nominees from area high schools. WYMT films, edits and airs features highlighting the scholarship recipients, and prints a tournament program highlighting current nominees and past recipients. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. Three \$1,000 scholarships were awarded in January, 2007 to area high school seniors to assist in their continued education.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Scholarship Program	<p>The Tony Turner Memorial Broadcast Scholarship program is a spin-off of the annual WYMT-TV Golf Classic project. WYMT established a perpetual endowment fund with the Bluegrass Foundation in order to provide scholarships for aspiring broadcasters from the mountains of eastern Kentucky. WYMT-TV solicits the nominees from area high school guidance counselors. A scholarship committee, which includes three station employees, selects the winners. Collected entry fees for the station's annual Golf Classic, as well as donations from the general public, fund these scholarships. WYMT films, edits and airs a feature news package on the recipient within the golf show. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. One \$1,000 scholarship was awarded in March, 2007 to an area high school senior to assist in continued education.</p>